Impact of Work Environment on achieving managerial innovation

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Abstract

Management is in urgent need of management and creativity that renounces tradition, adapts to it and manages change effectively and efficiently, encourages people who work in it to innovate and motivate them to practice new and creative methods, in order to preserve the survival and development of the institution. So that they can face problems and deal with them. According to the results of some previous studies, in order to ensure that institutions work and develop the creative capabilities of employees, employees must therefore adopt an appropriate and supportive regulatory environment that guides their behavior towards exploring opportunities, generating new ideas, and taking risks to support and implement them. So that creativity becomes a behavior; Because the seeds of creativity exist in every individual if he has a working environment.

Keywords: administration creativity, Work environment, Work departments, Elements of administrative creativity, Components of Creativity
Introduction

Currently, management is the basic basis for the success of any contemporary institution and in any field, where management has become mainly present in all the activities of institutions, and has become an important corner of them.

Management thought has undergone many stages of development during the management of companies.

Public administration as a social phenomenon, it is important that each school is interested in management and should be taken care of by researchers, scientists and practitioners in public administration, where it contains theories and rules and structured methods.

In the context of increasing globalization and the challenges it poses, rapid technological change and intense competition,

There are many challenges and obstacles to the work and development of institutions.

It is therefore necessary to pay more attention to the subject of administrative innovation. There is no doubt that there is an increasing need to examine the components of the creative direction, whether at the national or organizational level (Ali, 1986).

The study problem

The problem of the study is that there is a need for regulations for the creativity of the administrative, but most institutions do not get the satisfaction of their employees, so the research requires an answer to the following questions:-

1- What is the impact of the work environment on the administrative performance of employees?

2- What are the attitudes of employees towards the quality of their work environment?
3- Does the work environment have an impact on the creative performance of employees?

**What distinguishes this study from previous studies?**

This study differs from previous studies because it focuses on administrative innovation and its components and components.

This study also focuses on the impact of the work environment on the development of managerial innovation, so as to result in job satisfaction in the end.

**The study content**

Islam stressed the need to work on the principle of Shura (we consult each other), where the Prophet Muhammad peace be upon him on the need to apply the principle of Shura, and then the caliphs followed the same approach, as there are many Quranic texts that urge the application of the principle of Shura and make it Set his sights (Idriss, 2018).

1.1 The concept of the work environment must be defined

incentives, remuneration, working conditions, degree of participation in decision-making, regulations and instructions, regulations and needs of employees (Sarkis, n.d.).

1.1.1 Creativity

is the creation of something new, an idea, a method, a theory, an invention, or a new approach to the production of a particular good or service (Alnimr, 1992).

1.1.2 Administration Creativity

is new ideas related to solving certain problems, it is not only one's vision of a phenomenon in a new way, where creativity requires the ability to sense a problem requires treatment and then think differently and creatively with the solution (Sarkis, n.d.).
The concept of managerial innovation stems from the general concepts of creativity itself. Innovation in management is related to new ideas in management and product development, leading teams and improving customer service and all known management functions.

There is a divergence and divergence of views on the definition of the concept of administrative creativity and what it is, there is no agreement between scientists on the definition and what it is, due to the complexity of the creative phenomenon itself on the one hand and the multiplicity of areas in which the concept of creativity on the other hand, which led to the different theoretical principles of creativity (Hassan, 2017).

1.2 Elements of administrative creativity

Innovative capacity has essential components or elements without which effective creativity cannot be spoken.

Its importance is to determine the measurement and level of creativity at the individual, community and organizational levels. Researchers have largely unanimously agreed on several studies on the following key elements of creativity: Originality, sensitivity to problems, flexibility, analytical ability, fluency. As follows:

1.2.1 originality

(Meaning that the creative person is original thinking, that is, it does not repeat the thoughts of those around him, and the criterion of judging the idea by originality in the non-submission to the ideas circulated and recognized and exiting the tradition and distinguish and distinguish them), that is, the more the degree of production of new ideas and the less the degree of the idea and the prevalence of the idea Traditional style The degree of authenticity of the idea has come up with ideas and solutions to the problem or problems in a different way from that of others, provided that they are useful, scientific and practical (Qassimi, 2002).
1.2.2 Sensitivity to problems

(The creative person is able to recognize the crises and problems in different situations more than others and touch more than one crisis or a problem that urges to seek a solution).

A sense of the problem requires the creator to be able to pinpoint all dimensions of the problem or crisis to understand their implications and understand the shortcomings and mistakes and to reinforce the positives through a deep understanding of the nature of the crisis or problem in question.

1.2.3 Flexibility

It is the ability of a person to shift the direction of his or her thinking or approach to the problem from situation to situation.

This means the individual's ability to quickly adapt to new developments and attitudes). Flexibility refers to the diversity and diversity of ideas that a creative individual brings, and is therefore an indication of the degree of ease with which an individual changes a particular mental point of view or attitude.

1.2.4 Analytical capacity

It means creative or innovative production that involves the selection, selection and coordination of any new work. Simple units to be reorganized. A creative person is able to analyze and understand the elements of things understanding of the relationships between these elements and having the ability to reorganize ideas and through this, it is possible to bring about any change or renewal in practice.

1.2.5 Fluency

It is the ability to produce a large number and values of ideas in a given time unit. A creative person is superior in comparison to the amount of ideas he proposes in a given period of time on a particular subject. This means that the element of fluency is available in the individual whenever he is able to call the largest number as ideas increase in time, the greater the ability, the greater the creativity and the higher the degree of growth (Ismail, 2014).
1.3 Components of creative thinking

1.3.1 Creative work or production

It is the concrete outputs of the creative process that come out in the form of ideas.

1.3.2 The creative process

It focuses on aspects related to the process of creative problem solving and thinking patterns and patterns of information processing that constitute the process of creativity. These are the steps that an individual takes to reach creative ideas. It can also be expressed as the process by which a new idea passes from its emergence as a risk to a mature idea.

1.3.3 Creative person

This is an individual who has characteristics and preparations that can be identified by studying personality variables and individual differences in the cognitive domain and in the field of motivation and the use of measures of creative thinking and personality.

1.3.4 Creative Position

The repetition and multiplicity of creative attitudes contribute to the character of the creator on the individual. Also, the individual is creative in a situation, and shows normal behavior in other situations, creativity is linked to the situation with which the individual interacted and shows an unusual solution.

The key to creativity is the creative process (Hassan, 2017).

2.0 The impact of the work environment on achieving administrative creativity within economic institutions

2.1 Work Environment Management is an administrative process that includes four activities

2.1.1 Planning

The issue of safety and health in the workplace is now seen as an issue a strategy that needs to design programs to achieve its long-term goals, providing a sense of Safety at work is inevitable.
2.1.2 Regulation

Safety and health in the workplace require organizational efforts in the area of organizational structure and in the internal design of the organization building, in line with the requirements of the implementation of safety and health programs.

2.1.3 Guidance

Reflects the quality campaigns directed at the human resources of the organization to be carried out;

To show them how important it is for them to comply with OSH instructions and guidelines in the workplace, for the benefit of the organization.

2.1.4 Oversight

The implementation of safety and health efforts requires continuous monitoring to ensure compliance with their instructions its directives are well applied and applied by human resources. Monitoring is not limited to follow-up, but also includes the evaluation of these efforts (programs) and their success in achieving their objectives (Ismail, 2014).

2.2 Work Environment Management An integrated system consisting of

2.2.1 Inputs

This includes the study of the physical, psychological, social and work environment.

Exercise within the organization, and design appropriate programs to provide safety and health in the workplace.

These programs include a set of requirements that express the material and moral support necessary for the success of these programs.

2.2.2 Activities

Includes activities and practices for the development of safety and health programs, these activities consist of technical and administrative activities (organizing, directing, following up, Assessment).
2.2.3 Outputs

The results of the implementation of workplace safety and health programs are: The number of work accidents and diseases, and mitigating their adverse effects on the safety and health of human resources when they occur, and this brings the following benefits:

1- Reduce costs spent in the field of accidents, diseases and lost time in disrupting work due to them.

2- Reduced turnover through: Human resources feel secure in the performance of their work, creating a reluctance to leave work, and also by reducing the number of deaths and permanent disability injuries; It undoubtedly contributes to reducing this rate.

3- Increasing the profitability of the organization, which is achieved by reducing the cost of work resulting from a low rate.

4- Accidents and diseases of work and associated costs, and increase the productivity of the organization and organizational effectiveness, and provide a product that satisfies customers, increasing the sales of the organization and therefore profits (Ismail, 2014).

The internal work environment is also affected by several factors, the most important of which are the raw materials used in labor and human, financial and economic resources. From the foregoing it is clear that the internal work environment affects creative thinking in a clear way.

The results of the study

The most important findings of the study were the impact of organizational structure, training, incentives and rewards, and working conditions on the administrative creativity of the workers, and the study concluded that the need for institutions to contain qualified and qualified human cadres high skill in using technology.
One of the most important results is that management innovation is very important, as economic institutions face a difficult period of change. There is a need for these institutions to increase their competitiveness and provide better services.

The suggestions

The study concluded a set of recommendations, the most important of which is that economic institutions should increase the salaries and incentives of workers to prevent the leakage of workers from them and stop bleeding loss of expertise and achieve job satisfaction.

Recommendations include providing all necessary needs that enable workers to practice their work efficiently and effectively, and attention to keep pace with the technological development associated with its work, and work to provide the necessary needs of technology.

Recommendations for future research:
1- Conducting a study on the methods of developing administrative innovation.
2- The impact of managerial innovation on decision-making can be studied.
3- Another study on the impact of training programs on administrative innovation.

Conclusion

Through the progress of this study, it clearly shows the impact of the work environment and administrative creativity. And that there

Statistically significant relationship (organizational structure, training, incentives and rewards, working conditions) on managerial creativity.

There is no statistically significant effect between technology and managerial innovation. So it is a good working environment leads to the creativity of workers at work and thus leads to success and excellence in the
university, and the management of the university to provide all the necessary needs of staff and achieve job satisfaction.

References


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